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LEELANAU COUNTY
ADMINISTRATOR

Wage Schedule Proposal Rationale

County wages for non-union employees has not changed since 2003. Starting pay in 2003 for a Deputy Probate Register was \$10.86, and \$16.54 in 2022 was very tempting given the minimum wage was then \$5.15 an hour, and \$7.25 now.

The job market has changed over the last 20 years. The most notable change has occurred in the last two years. With the decrease in available employees, wages have increased in almost all sectors. A few notables are food service, transportation, manufacturing and retail. E.g. BATA pays \$30 an hour, Dean Transportation \$26 an hour and McDonald's is advertising \$21 an hour. Everyone deserves a living wage. Jobs in food service, transportation, manufacturing and retail are not considered "skilled" labor, whereas Court related jobs require a set of an advanced set of skills, knowledge/education and experience to adequately perform job duties.

All expenses have gone up. The Record Eagle on March 10, 2022 reported that Networks Northwest will be conducting a regional wage study. One of the main issues noted in the article was that the cost of living in our region is higher than in other parts of the state. We have the most expensive housing market in Michigan. It is now more difficult for employers to find good candidates for jobs. We know that county jobs have sat vacant longer than ever before with fewer people applying.

The information in the attached spreadsheet is from MAFCA (Michigan Association of Counties) listserv. This is a small, but recent sample. It is worth noting that when looking at Non-Union Wages jobs may have similar titles, but be similar or different based on size of county. Larger counties may have narrower

duties but a larger caseload/staff. Smaller counties have a broader range of duties and smaller caseloads/staff. Therefore, in a smaller county the KSA's, (knowledge, skills and abilities) may be greater than in a larger county. Round table discussions at MAFCA and NMJOA (Northern Michigan Juvenile Officers Association) conferences confirm that duties widely range from county to county. For example, in one county a Court Administrator may be responsible for the Child Care Fund and Collections whereas in another county they are not. One Administrator may oversee both the Probate and Family Court and one may not. Same with Registers/Clerks, one may oversee collections/reimbursement programs and one may not. Most often larger counties that have several Probation Officers will have a Chief Probation Officer who will oversee the other POs, whereas some do not. Regardless of these variations in duties from one county to the next, ultimately most responsibilities must be honored and jobs performed regardless of the size. Therefore, when looking at the comparisons of the spreadsheet to larger counties, the assumption that duties, work, and responsibilities are based on the size of the county would not be accurate.

Over the past 20 years courts have had an increase in responsibilities and duties. There is the potential for increased caseloads due to Raise the Age legislation. The laws regarding juvenile competency and waiver to adult court are now more complex. It is also anticipated that several juvenile justice reforms will be enacted that will also increase the work load. Locally, the Deputy Probate Register now has the additional responsibility of being the court recorder. This is a task that requires certification. The Deputy Register's starting rate is \$16.54 an hour while the starting rate for a Temporary Office Assistant is **\$16.73??**, although their job responsibilities are not comparable.

As a point of information Probate Court now collects reimbursements for a variety of court services. In 2021, \$11,406.70 was collected from reimbursement for GAL and Court Appointed Attorney fees and deposited in the General Fund. In a similar vein as increasing collections, our Family Court continues to keep costs down through its Diversion/Prevention and In-Home Care, thereby decreasing expensive out of home placements.

The review of the Non-Union Wage scale is long overdue. We are available to answer the questions you may have. Thank you for your consideration.

2022 Non Union Wage Schedule

12/29/2021

POSITION	Start	One Year	Two Year	Three Year	Four Year
Temporary Office Assistant	\$16.73	\$18.10	\$19.45	\$20.88	
Chief Deputy Treasurer	\$20.70	\$21.72	\$23.05	\$24.44	\$26.74
Chief Deputy Clerk	\$22.77	\$24.51	\$26.24	\$27.95	\$29.68
Chief Deputy Register of Deeds	\$20.70	\$21.72	\$23.05	\$24.44	\$26.74
Executive Assistant	\$20.70	\$21.72	\$23.05	\$24.44	\$26.74
Senior Services Resource Coordinator	\$20.70	\$21.72	\$23.05	\$24.51	\$26.24
Senior Services Care Coordinator	\$21.72	\$23.05	\$24.51	\$26.24	\$27.95
Drain Commissioner	\$9,983.07	\$10,750.18	\$11,057.00	\$11,363.88	\$15,480.17
Senior Services Director	\$54,403.98	\$57,123.95	\$59,980.51	\$62,979.53	\$66,128.50
Finance Director	\$62,736.77	\$64,367.92	\$66,041.49	\$67,758.57	\$69,520.29
Human Resources Director	\$62,736.77	\$64,367.92	\$66,041.49	\$67,758.57	\$69,520.29
Planning Director	\$67,572.63	\$69,108.36	\$71,412.73	\$73,255.31	\$74,821.17
Equalization Director	\$24,919.32	\$25,417.70	\$26,180.25	\$26,965.64	\$27,774.08
Interim Equalization Director	\$58,145.08	\$59,307.98	\$61,087.22	\$62,919.83	\$64,806.19
I.T. Director	\$67,571.60	\$69,108.36	\$71,412.73	\$73,255.31	\$74,821.17
I.T. Technician	\$56,787.50	\$58,263.98	\$59,778.84	\$61,333.09	\$62,927.76
Building Official	\$69,043.66	\$70,579.41	\$72,115.16	\$73,650.92	\$75,186.66
Clerk	\$69,108.36	\$70,797.53	\$72,410.00	\$74,022.44	\$75,701.07
Treasurer	\$69,108.36	\$70,797.53	\$72,410.00	\$74,022.44	\$75,701.07
Register of Deeds	\$69,108.36	\$70,797.53	\$72,410.00	\$74,022.44	\$75,701.07
Director of Emergency Mgmt.	\$75,251.34	\$77,093.89	\$78,783.07	\$80,472.25	\$82,388.54
Assistant Director 911	\$56,941.00	\$58,421.47	\$59,940.42	\$61,498.89	\$63,097.86
Undersheriff	\$75,251.34	\$77,093.89	\$78,783.07	\$80,472.25	\$82,388.54
Sheriff	\$78,476.24	\$80,165.42	\$81,865.41	\$83,543.91	\$85,159.20
Prosecutor	\$93,987.08	\$95,829.66	\$97,673.74	\$99,362.91	\$101,148.36
Chief Assistant Prosecutor	\$78,774.77	\$81,445.13	\$83,447.85	\$84,783.00	\$86,785.77
Assistant Prosecutor T. Chamberlain	-----	-----	-----	-----	\$72,000.00
Assistant Prosecutor	\$56,982.78	\$58,508.09	\$60,045.60	\$61,595.99	\$63,322.05
Maintenance Director	\$54,151.02	\$56,858.60	\$59,701.45	\$62,687.24	\$65,820.21
Administrator					\$92,855.91
Court Employees					
Deputy Register/Recorder	\$16.54	\$18.18	\$19.79	\$21.43	\$23.05
Juvenile Register	\$19.90	\$21.47	\$23.17	\$24.82	\$26.47
Substance Abuse Coordinator	\$24.00	\$25.98	\$27.95	\$29.93	\$31.94
Probation Officer	\$24.00	\$25.98	\$27.95	\$29.93	\$31.94
Probate Register	\$28.78	\$31.05	\$33.33	\$35.59	\$37.81
Court Administrator	\$28.78	\$31.05	\$33.33	\$35.59	\$37.81
Probate/Family Judge	Mandated per the State of Michigan				\$155,621.12
Marine Patrol	\$16.60	\$18.24	\$19.90	\$21.51	\$23.13

		Deputy		Juvenile		Probation		Probate		Court	
		Reg./Rec.		Register		Officer		Register		Administrator	
Current	Start	\$ 16.54		\$ 19.90		\$ 24.00		\$ 28.78		\$ 28.78	
	One year	\$ 18.18		\$ 21.47		\$ 25.98		\$ 31.05		\$ 31.05	
	Two year	\$ 19.79		\$ 23.17		\$ 27.95		\$ 33.33		\$ 33.33	
	Three year	\$ 21.43		\$ 24.82		\$ 29.93		\$ 35.59		\$ 35.59	
	Four Year	\$ 23.05		\$ 26.47		\$ 31.94		\$ 37.81		\$ 37.81	
Proposed	Start	\$ 21.34		\$ 22.77		\$ 25.87		\$ 35.59		\$ 35.59	
	One year	\$ 23.08		\$ 24.51		\$ 27.66		\$ 37.81		\$ 37.81	
	Two year	\$ 24.72		\$ 26.24		\$ 29.69		\$ 40.64		\$ 40.64	
	Three year	\$ 26.35		\$ 27.95		\$ 31.72		\$ 43.68		\$ 43.68	
	Four Year	\$ 27.97		\$ 29.68		\$ 33.75		\$ 46.18		\$ 46.18	
Barry	Beginning	\$ 19.08		\$ 25.01		\$ 25.13		\$ 39.74		\$ 39.74	
	Ending	\$ 22.69		\$ 30.06		\$ 30.06		\$ 55.32		\$ 55.32	
Livingston	Beginning	\$ 18.69		\$ 26.69		\$ 25.63		\$ 38.32		\$ 38.32	
	Ending	\$ 22.34		\$ 34.70		\$ 30.63		\$ 49.82		\$ 49.82	
St. Clair	Beginning	\$ 15.34		\$ 23.40		\$ 23.62		\$ 42.55		\$ 42.55	
	Ending	\$ 20.19		\$ 30.79		\$ 31.09		\$ 55.99		\$ 55.99	
Monroe	Beginning	\$ 17.46		\$ 18.35		\$ 27.16		\$ 42.14		\$ 42.14	
	Ending	\$ 21.80		\$ 22.95		\$ 33.98		\$ 54.68		\$ 54.68	
Eaton	Beginning	\$ 16.91		\$ 20.91		\$ 24.80		\$ 41.15		\$ 41.15	
	Ending	\$ 21.97		\$ 27.17		\$ 32.20		\$ 53.50		\$ 53.50	
Allegan	Beginning	\$ 22.25		\$ 24.21		\$ 26.27		\$ 47.74		\$ 47.74	
	Ending	\$ 29.89		\$ 32.54		\$ 35.28		\$ 66.76		\$ 66.76	